

Message Text

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15

ACTION PER-03

INFO OCT-01 EA-09 ISO-00 ABF-01 FSE-00 L-03 OPR-02 AID-05

USIA-15 DODE-00 AGR-10 /049 W

----- 116594

R 160714Z SEP 75

FM AMCONSUL SURABAYA

TO SECSTATE WASHDC 0668

INFO AMEMBASSY JAKARTA

AMCONSUL MEDAN

UNCLAS SURABAYA 0580

E.O. 11652: N/A

TAGS: AFSP, APER ID

SUBJECT: RETIREMENT BENEFITS FOR CERTAIN ORE EMPLOYEES WHO
RETIRE IN FUTURE

REF: STATE 208777

1. IN RESPONSE TO REF TEL, PARA 6.2, FOLLOWING IS SUBMITTED:

A. TOTAL NUMBER OF ORE EMPLOYEES: SIX.

B. NUMBER NOW COVERED BY LOCAL PENSION OR SEVERANCE PLAN: ALL
ARE ELIGIBLE FOR SEVERANCE PAY.

C. NUMBER TO BE COVERED BY PROPOSED PLAN: NOT APPLICABLE.

2. BELIEVE RETIREMENT PLAN NOTED IN REFTEL NOT FEASIBLE FOR INTRO-
DUCTION AT THIS POST FOR FOLLOWING REASONS:

A. ORE EXPENSES FOR EACH EMPLOYEE HERE AVERAGE LESS THAN \$4
MONTHLY.

B. HIGH TURNOVER IN ORE EMPLOYEES IS A CONSTANT SITUATION.
IN THE PAST ONE-AND-A-HALF YEARS, 4 OF 6 EMPLOYEES AT THE
RESIDENCE HAVE QUIT AND BEEN REPLACED. THIS IS NOT
UNCOMMON FOR SUCH POSITIONS OF EMPLOYMENT IN SURABAYA
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WHERE, FOR EXAMPLE, A TERM OF SIX YEARS OF EMPLOYMENT

WITH ANY GIVEN HOUSE IS UNUSUAL.

C. LOCAL CUSTOM HERE DICTATES SEVERANCE PAY BE GIVEN TO
DEPARTING RESIDENTIAL EMPLOYEES. THIS IS BASED ON THE
AMOUNT OF YEARSSERVICE AND IN ALL CASES IS INEXPENSIVE
DUE TO SO FEW NUMBER OF YEARS WITH THE SPECIFIC
EMPLOYER.
HOWLAND

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Disposition Event:
Disposition History: n/a
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